

Supplier Code of Conduct

Family Building Society

2025



Family Building Society ("**the Society**") is committed to being an ethical employer and a responsible and sustainable business.

Corporate integrity, responsible sourcing, environmental sustainability and the safety and wellbeing of its workforce are of the paramount important to the Society. These are reflected in our Supplier Code of Conduct ("**the Code**") which establishes the standards we expect from our suppliers in their business and behaviour. We encourage our suppliers to comply with this Code and we expect them to abide by all relevant laws and regulations.

Governance, Unfair Business Practices & Business Ethics

We expect our suppliers to comply with all applicable UK laws and regulations and those of any other jurisdiction where they or their representatives operate.

We expect our suppliers to adopt a zero-tolerance approach to all forms of corruption, bribery, extortion and embezzlement in all aspects of the business.

We expect our suppliers to avoid all conflicts of interest and make sufficient checks before entering into any business relationships. Any potential conflicts of interest in relation to the Society or members of staff must be disclosed.

Suppliers should adopt fair business practices and comply with all relevant competition and anti-trust laws.

Suppliers must safeguard and use confidential information appropriately. They must ensure that all employee, customer and business partners' data, privacy and intellectual property rights are respected.

Suppliers should have controls in place to manage the risks to proprietary information particularly customer and other highly critical data.





Sustainability, Climate Protection & Environmental Responsibility

All suppliers must ensure compliance with all applicable environmental laws, including laws and international treaties relating to climate change, waste disposal, emissions, discharges and the handling of hazardous and toxic materials.

The Society encourages all its suppliers to have in place suitable environmental management systems to manage their environmental risks, including the environmental impact of all historical, current and likely future operations.

Suppliers should take steps to continuously improve environmental performance, reduce pollution, emissions and waste.

The Society encourages its suppliers to implement measures to reduce the use of all raw materials, energy and supplies and for raising awareness and training workers in environmental matters.

Corporate Social Responsibility

We expect our suppliers to comply with all current anti-slavery, child labour and human trafficking laws and regulations, including the Modern Slavery Act 2015 in all parts of its supply chain.

Suppliers should provide a workplace free from harsh and inhumane treatment, sexual harassment, abuse, mental or physical coercion, verbal abuse and have appropriate grievance and disciplinary procedures.

Suppliers are encouraged to be equal opportunity employers committed to developing and maintaining a diverse and inclusive work environment both within its organisation and across its business relationships.

All suppliers must respect the right of workers to decide whether to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.

All suppliers are expected to provide a safe, healthy, and sanitary working environment and comply with all UK health and safety laws and any other relevant laws where they operate

Suppliers must compensate their workers with wages and overtime that meet their respective national legal standards and at a minimum, they must meet basic needs and sufficient amounts to cover basic living requirements and that working hours are reasonable and not excessive.

All suppliers should have whistleblowing policies in place to protect whistleblowers who report any suspicious activity or misconduct in good faith.

All suppliers are encouraged to provide training and development opportunities for their staff so that they can perform their roles to a good standard and comply with all legal and regulatory requirements.

